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Personnel Management/Compensation Changes

During the past year, CIA initiated a major study of their current personnel recruitment, retention, management and compensation programs in order to design and implement a new personnel system including job classification, job evaluation and flexible compensation tied to performance. Although the Committee supports the CIA efforts to improve their personnel management and compensation systems, the Committee remains concerned that these efforts could create inequities between CIA personnel and personnel in other intelligence agencies or in the Federal Civil Service.

The Committee reiterates its belief that these inequities should be avoided except where it can be demonstrated the program is required by unique circumstances of intelligence activities. Further, it is the Committee's view that the DCI should not implement personnel management/compensation changes at CIA without fully evaluating the need for similar reforms in other intelligence agencies or at least assessing the impact the CIA changes will have on other agencies.

The Committee has not and will not authorize implementation of any major personnel management/compensation changes using fiscal year 1987 or 1988 funds until the Commission on Intelligence Personnel Systems established by Section 601 has submitted its report. The Committee believes the Commission can assist the DCI in reviewing and analyzing intelligence community systems and the Congress in approving the implementation of changes to existing systems.

The Committee considers the authorized programs for fiscal year 1988 to include only those personnel management/compensation programs in effect at the time the budget was submitted and justified. This program should be executed as approved by Congress except for changes agreed to through normal reprogramming or transfer procedures. Further, to allow time for Committee consideration where a program change is contemplated and cannot be submitted for review as part of the annual CIA budget request, the Committee requests that the program proposal be submitted at least 30 days prior to the proposed implementation date.

{EXCERPT FROM THE HPSCI CLASSIFIED NFIP ANNEX FY88 -- PAGE 59}
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